

JANUARY/FEBRUARY 1988

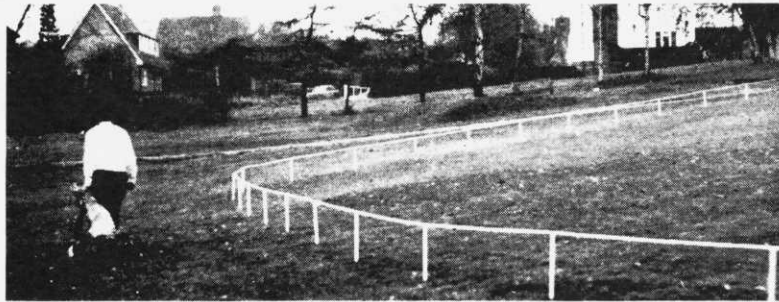
the Golf Course



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BY the time you read these notes, Sections will have nominated representatives to the regional boards and indeed the first official meetings of those boards will have taken place during January. I think it fair to say therefore that the Association's section/regional structure is now established. The final regional administrator will be Arnold Phipps-Jones. I held a meeting with the regional Administrators in Mid-December and there should have been a consistency of approach subsequently at the regional board meetings. I have a further meeting planned for the first week of February to report back on those meetings and this should prove an effective means of communication with myself at a regional level.

Obviously it would be impossible and not necessarily desirable for me to attend all regional board meetings, although I will of course attempt to be present on any particular occasion where my presence is considered necessary.

With the structure established I am looking for strong section and regional development during 1988. Decisions from the meetings of the Board of Management and magazine sub-committee on 19th January will be conveyed to regional administrators and section secretaries, thus keeping members briefed on developments within the Association.



UPDATE

Members need to note some particular points:-

VAT

This is NOT payable on 1988 subscriptions. The Association's exemption came through after publication of the November/December issue of 'the Golf Course' and therefore VAT inclusive rates were included in that issue. However, all application forms including those in this issue now exclude VAT.

UNIFORM

Orders are now coming in and members need to bear in mind that delivery dates are some 12 - 15 weeks from placing of order. Orders with size, quantity, fitting and colour as appropriate should be placed via your section secretary and it should be noted that payment is not required at this stage.

NATIONAL TOURNAMENT 1988

This is confirmed for week commencing 25th September 1988 in Ayrshire and preliminary details appear on page 7 of this issue.

1988 MEMBERSHIP

Application forms appear elsewhere in this issue. Members should note that section secretaries have been provided with supplies of forms for both FULL and ASSOCIATE/TRADE membership and potential new members should be directed to the appropriate secretary for an

Continued on page 6

the Golf Course

JANUARY/FEBRUARY 1988

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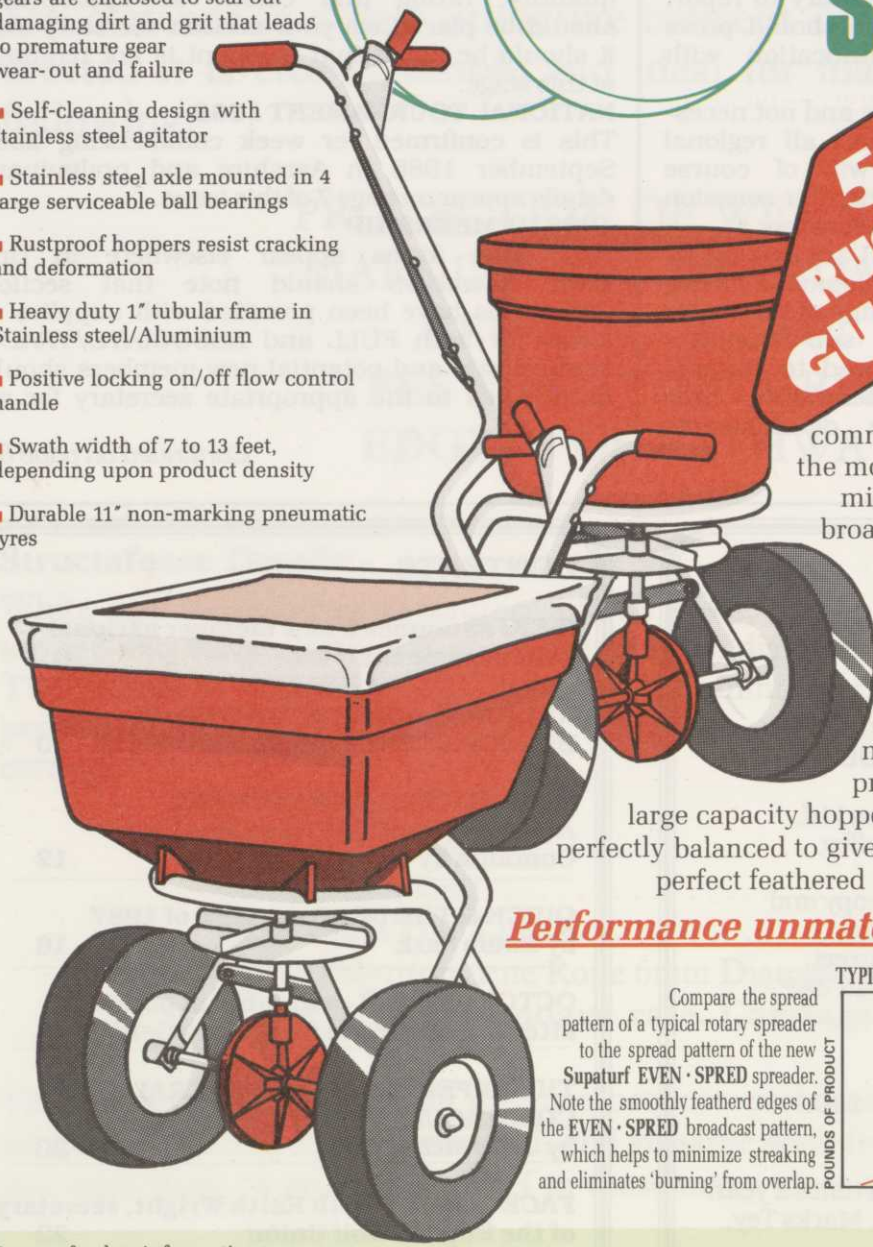
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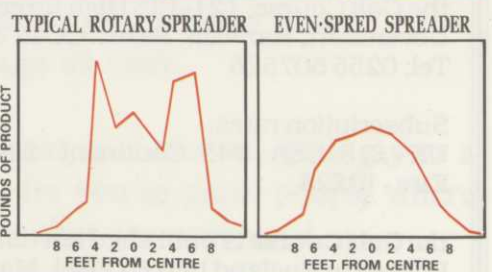


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REGIONAL ADMINISTRATOR/SECTION SECRETARIES

A list of names and addresses is included in this issue for general information. This will be regularly updated when changes in personnel occur. Individuals concerned should advise me of any incorrect details.

Finally some thoughts for 1988. Whilst there is much cause for optimism, there is a need for a concerted effort by all members to fully project the Association on a national basis as the professional body for greenkeepers. Not everything can be done from headquarters - there is a need for a real impact to be made at local level. Reflecting on the last six months, I would hope for a greater sense of urgency from greenkeepers in 1988 in responding to Association needs and requests - it is after all YOUR Association. Too often there is much chasing to be done to elicit responses on various matters. Again greenkeeper contributions to

the magazine have been rather disappointing. The magazine sub-committee will welcome all ideas and contributions - what about letters to the editor for example - either commenting on greenkeeping matters or seeking advice? This would make for good reading.

To end on a positive note, I have met many greenkeepers and been involved in numerous discussions. The enthusiasm for BIGGA and the future is heartening and there are many ideas and aspirations from members for the years ahead. I need to know the views of members and these can be forwarded to my office as well as conveyed to me at the various meetings around the country. We are in an evolving situation and each month of 1988 will bring new developments.

I can rely on members to provide the positive support and backing BIGGA will need to become a pre-eminent force within the world of golf.

Neil Thomas
Executive Director.

JOIN BIGGA IN '88

BIGGA is the professional body for greenkeepers in this country and also offers membership benefits to greenkeepers on an international basis. Already the Association has members in America, France, Sweden, Germany, Holland, Spain, Portugal and as far afield as Japan. BIGGA aims to promote and advance all aspects of greenkeeping, as well as assisting and encouraging the proficiency of members.

For 1988, a wide range of member benefits have been made available, particularly in terms of legal and insurance cover, designed to protect the greenkeeper both in his employment and in his life in general. As well as full members, associate and trade members will be welcomed and they will be encouraged to play a constructive part in the Association's future.

As far as the growth of BIGGA is concerned, there will be strength in numbers and new

members will assist in establishing a sound base for the ongoing development of the Association. As a priority, BIGGA will be concentrating on the future education and training needs of greenkeepers. Plans are underway for national events in 1989.

Greenkeepers can now identify with their own National Association and Headquarters office. With its own uniform, logo, and personalised member benefits, there is already an increasing awareness of BIGGA within the golfing world where the views and aspirations of greenkeepers can now be projected.

Now is the time to join BIGGA and be a part of the exciting developments which lie ahead as the Association establishes an organised, professional approach to greenkeeping in all its many aspects.

Neil Thomas, Executive Director

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NATIONAL TOURNAMENT INTERNATIONAL CONFERENCE SEPTEMBER 1988

THIS first major event for the new Association will take place in Ayrshire, week commencing 25th September, 1988.

There will be three days of tournament golf followed by a two day International Conference. A Sub-Committee of the Scottish Region has been formed to organise the event and is working closely in conjunction with myself.

There will be full and varied entertainment each evening and, for the ladies, an interesting programme of excursions and visits is being arranged. Full details will appear, together with a registration form in a brochure currently being prepared. Registrations and bookings will be co-ordinated through the Scottish Regional Office and members wishing to make early reservations should contact Mr. C. Kennedy, Regional Administrator, BIGGA, 82 Dumbreck Road, Glasgow, G41 9DW - tel. 041-427-4242.

The cost for the week will be £170 per person (£320 for a couple), to include six nights hotel accommodation with breakfast, entrance to the competitions and attendance at the conference. The price also covers evening entertainment as well as, for the ladies, coach excursions and

visits. There will be an extra charge of £10 for those wishing to attend the banquet and prize-giving on the last evening. Tickets for the banquet will be limited and early reservations are essential. For those wishing to participate in the tournament and the conference but making their own accommodation arrangements or attending on a daily basis, the cost will be £50 for five days. For those wishing to attend the conference alone, the cost will be £10 per day.

I would ask members to give their full support to this inaugural event. It is important for the Association that it is successful and that those participating will wish to attend again in the future. It will be an occasion for establishing international contacts and projecting the Association at home and abroad. The choice of speakers for the conference will most certainly reflect the international aspect of the event. Chris Kennedy will be pleased to deal with any individual queries and members will be kept informed through 'the Golf Course' as details of the event are finalised.

Neil Thomas

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SPONSOR NEW BIGGA TOURNAMENT

ISEKI UK are to sponsor a National Greenkeepers Golf Tournament in 1988, in conjunction with the British and International Golf Greenkeepers Association.

The Iseki Greenkeepers Golf Tournament will be open to all Greenkeepers who are members of the BIGGA and who hold an official handicap card. The Tournament will be played over 5 regional rounds, 1 in each of the five regions and will be played over 18 holes of Medal Play with qualifiers going forward to a National Final.

The Iseki Greenkeepers Golf Tournament is open to three categories of player, in order to encourage both established and new players alike, with the three categories being:

Category 1:
Players with an official handicap from 0 - 9

Category 2:
Players with an official handicap from 10 - 19

Category 3:
Players with an official handicap from 20 - 28

Once the regional finals have taken place, the first four players from each category will then be invited to play in the National Final which will be held over 27 holes of Medal Play in September 1988.

Iseki and British and International Golf Greenkeepers Association are putting up prizes, not only for the overall winners, but for the winners of each category and for veteran and young players too, whilst at each round there will be spot prizes on certain holes to enliven the competition.

At the moment, arrangements are being made to finalise dates and venues for each aspect of the competition, but it is anticipated that the regional finals will take place in May/June and the National Final in September.

All players will have to register for the regional rounds with their Regional Administrator **by the end of March 1988**, and an application form for the Tournament will be published in the March issue of the *'the Golf*

Course'. Sections will run qualifying events to determine the Regional finalists who will be limited to sixty with twenty in each category.

For both Iseki and the British and International Golf Greenkeepers Association, this new Tournament promises to be an exciting and innovative competition for the Greenkeepers.

Speaking briefly to *'the Golf Course'* at the Tournament launch, BIGGA executive director, **Neil Thomas**, said *"The Iseki Greenkeepers Golf Tournament looks to be a very interesting addition to the BIGGA calendar, not only proving some very enjoyable golf, but for the Association, also a way of meeting even more of our members during the season. We feel that Iseki's professional participation in the Championship, this can only go from strength to strength providing good competition and we hope Tournaments in Europe too at some future date. This competition is particularly appropriate as we seek to establish strong regional bases within the Association with which our members can identify"*.

For Iseki, their managing director, **John Hawkins**, added *"Since we started Iseki UK just under two years ago, we have done an increasing amount of business with golf clubs around the country. We felt that with the formation of BIGGA, we had an opportunity to put something back in for the greenkeeper with a professionally run tournament we could all enjoy. Our range of tractors has quickly been taken up by the greenkeeper all over the country and with the new **Turfblazer** and **Coremaster** ranges about to be introduced, **Iseki Greenkeepers Golf** couldn't happen at a better time. Both Iseki and our friends at the BIGGA look forward to some great golf days in the **Iseki Greenkeepers Golf Tournament** this year and to an interesting National Final in September"*.

A more comprehensive diary and application form for the **Iseki Greenkeepers Golf Tournament** will be published in the March issue of *'the Golf Course'*.

REGIONAL ADMINISTRATORS AND SECTION SECRETARIES

**SCOTISH REGION
ADMINISTRATOR:**
Mr. C. Kennedy
82 Dumbreck Road
GLASGOW
Scotland
G41 9DW
Tel: 041-427-4242

SECRETARIES:
Ayrshire
Mr. J. Paton
Glenhaven
1 North Road
WEST KILBRIDE
Ayrshire
KA23 9AQ
Tel: 0294-823210

Central
Mr. J. Crawford
1 Katrine Drive
Crossford
DUNFERMLINE
Scotland
KY12 8XR
Tel: 0383-737753

East
Mr. W. Blair
13 Redhall Avenue
EDINBURGH
Scotland
EH14 2HP
Tel: 031-443-3214

North
Mr. G. Moir
31 Blantyre Crescent
FRASERBURGH
Aberdeenshire
Tel: 0346-26931

West
Mr. R. Brewer
Flat 1
10 Viewfield Street
STIRLING
Scotland
FK8 1UA
Tel: 0786-64098

**NORTHERN REGION
ADMINISTRATOR:**
Mr. D. Golding
38 The Grove
Flixton
MANCHESTER
M31 3JH
Tel: 061-928-0761
061-748-8680/8592

SECRETARIES:
North East
Mr. J. F. Richardson
20 Aston Way
Clavering Park
WHICKHAM
Tyne & Wear
Tel: 091-4886765

North West
Mr. M. Lewis
35 Haddon Drive
Pensby
WIRRAL
Merseyside
L61 8TF
Tel: 051-648-1084

Northern
Mr. D. Hannam
12 Morfield Avenue
MENSTON
Nr. Ilkley
West Yorkshire
LS29 6HB
Tel: 0943-72008

Cleveland
Mr. T. A. Naisbitt
35 Jesmond Road
DARLINGTON
Co. Durham
DL1 2TT
Tel: 0325-489297/55738

Sheffield
Mr. G. Brammah
302 Redmires Road
Lodgemoore
SHEFFIELD
South Yorkshire
S10 4LD
Tel: 0742-302526

**MIDLAND AND NORTH WALES
ADMINISTRATOR:**
Mr. A. Phipps-Jones
1 Devonshire Place
Priors Park
TEWKESBURY
Glos
Tel: 0684-292892/29540

SECRETARIES:
East Midlands
Mr. R. W. Willars
27 Condor Close
Broughton Astley
LEICESTER
Leics.
LE9 6RR
Tel: 053-431795

Mid Anglia
Mr. L. Wakorall
26 Loxley Road
BERKHAMSTEAD
Herts
HP4 3PS
Tel: No Telephone

Berks/Bucks/Oxon
Mr. R. P. Kates
6 Honey Hill
HILLINGDON
Middlesex
UB10 9NP
Tel: 0895-53581

Midland
Mr. I. R. Toon
31 Worcester Lane
Four Oaks
SUTTON COLDFIELD
West Midlands
B75 5NA
Tel: 021-308-6684

East of England
Mr. C. C. Swingle
Greenwell Cottage
Church Street
Barrowby
GRANTHAM
Lincs
Tel: 0476-68656/63355

**SOUTH EAST REGION
ADMINISTRATOR:**
Mr. N. Exley
1 The Farmhouse
Hills Lane
NORTHWOOD
Middlesex
HA6 2QL
Tel: 09274-24737

SECRETARIES:
Surrey
Mr. J. Russell
Hnakey Common
Golf Club
Tilford
FARNHAM
Surrey
GU10 2DD
Tel: 025-125-4287

Sussex
Mr. D. Coomber
1 Friars Oak Cottages
HASSOCKS
Sussex
BN6 9NA
Tel: 07918-5084

Kent
Mr. J. Millen
Canterbury Golf Club
Scotland Hills
CANTERBURY
Kent
CT1 1TW
Tel: 0227-470025

London
Mr. M. Peters
10 Hills Lane
NORTHWOOD
Middlesex
Tel: 09274-28167

East Anglia
Mr. S. J. Noye
2 Golf Cottages
Purdis Heath
Bucklesham Road
IPSWICH
Suffolk
IP3 8UG
Tel: 0273-723101

**SOUTH WEST & SOUTH WALES
ADMINISTRATOR:**
Mr. G. Chil
Archways
Churston Road
CHURSTON FERRERS
South Devon
Tel: 0803-844056/845274

SECRETARIES:
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Mr. J. R. Dennis
The Bungalow Hampshire
Sparsholt
WINCHESTER
Hampshire
SO12 2NF
Tel: 096-272-441 Ext. 288

South West
Mr. P. Worster
17 Chesterton Grove
CIRENCESTER
Glos
Tel: 0285-61908

Devon & Cornwall
Mr. W. Pii
33 Knowle Drive
Exwick
EXETER
Devon
Tel: 0392-214053

South Wales
Mr. P. J. Swain
7 Elm Close
Underwood Estate
Llanmartin
NEWPORT Gwent NP6 2HT
Tel: 0633-413227

GREENKEEPER TRAINING COMMITTEE

Members should note that the administration of the Greenkeeper Training Committee is now in the process of being transferred to Mr. Neil Thomas who will become the General Administrator to the Committee. All matters relating to Greenkeeper training should henceforth be directed to the General Administrator, Greenkeeper Training Committee at the Sports Turf Research Institute, BINGLEY, West Yorkshire. BD16 1AU - Telephone (0274) 560556.

For members' benefit, the Greenkeeper Training Committee has recommended that the following Colleges be the approved establishments for Greenkeeper training:-

ENGLAND AND WALES
Cheshire College of Agriculture
Peaseheath
NANTWICH
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Tel: 0270-625131

Askham Bryan College of Agriculture
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Askham Bryan
YORK

Tel: 0904-702121

Somerset College of Agriculture
and Horticulture
Cannington
BRIDGWATER
Somerset
Tel: 0278-652226

Hampshire College of Agriculture
Sparsholt
WINCHESTER
Hampshire
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IRELAND
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DUBLIN
Republic of Ireland
Tel: 0001 377596

SCOTLAND
Elmwood Agricultural and Tech College
Carslogie Road
CUPAR, Fife

Tel: 0334-52781

Langside College
Woodburn House
Horticulture Dept
Buchanan Drive
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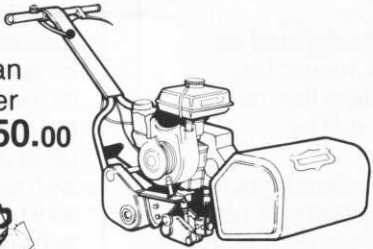
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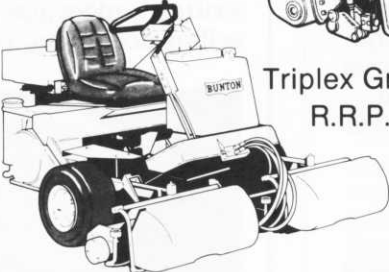
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Golf course management

- a green committee view -

by John Harris
Green Committee Chairman
at Hankley Common Golf Club

HANKLEY COMMON Golf Club over the last few years has seen firm, all the round greens; (a vast improvement on the wet thatch ridden greens that greeted the arrival of Kevin Munt in April 1984) a heather conservation programme; a tree management programme; and a visible improvement in the skills of staff and the equipment with which they are provided to carry out their work.

These changes have been brought about through the foundation of a clear management philosophy which created the environment to allow greenstaff to make rapid progress since 1984, first under Kevin Munt and since April 1986 under the dedicated and skilled custody of Ian McMillan, supported by his highly motivated and well trained team.

The extent to which greenstaff can carry out their profession to the benefit of golfers is limited largely by the management environment they are working within. This article attempts to look at a management strategy for golf clubs and examines the implementation of this in the context of Hankley Common Golf Club. It will not provide all of the answers but my intention is to stimulate thought and discussion on a subject that has been largely neglected by the golfing press - a press that has historically concentrated a high percentage of its content on greenkeeping, greenkeeper training and trade information

Role of management.

The role of management in relation to greenkeeping in the golf club can be analysed under the following headings:

- Setting objectives
- Planning
- Budgeting
- Communicating
- Motivating
- Controlling

Objectives.

The setting of objectives can be viewed as producing a 'mission statement' that clarifies simply a club's policy in relation to the upkeep and development of the golf course. The mission statement will vary from golf club to golf club and indeed may vary during the lifetime of a golf club. At Hankley our mission statement relating to the golf course is:

"To present the golf course in the best possible condition for members all the year round; to preserve the heathland nature of the course for future generations; and to do this within an agreed budget plan".

The objective that is set for each golf club may vary according to the type of course or club management philosophy i.e. heathland, parkland, downland, or links - members owned, business owned, public or whatever. The important point is to have an objective that is easily understood by management, staff and members alike.

Planning.

Planning can be defined as *"the setting of achievable goals and deciding the means by which these will be achieved"*.

Plans fall into two categories:-
1) Long term or strategic plans
2) Short term or tactical plans

Good planning should always start at the higher level plan, be long term and flexible. This plan can be viewed as the strategic plan. At Hankley Common this is a five year rolling plan, i.e. as the fifth year becomes the fourth year a new fifth year is added.

Examples of long term plans are:-

- The five year plan
- Machinery replacement programme
- Conservation programme
- Tree management

Lower level or 'tactical' plans should support the strategic plan.

Examples of tactical plans are:-

- The winter programme
- Replacement of the greensheds
- Construction of a new practice ground
- An upgrade to the irrigation system
- Building a new green

Budgeting.

A budget can be defined as:-
"A statement in financial terms of what is planned and of what is expected to happen. In golf club terms it should reflect the summation of all the tactical plans plus the normal programme of course preparation and maintenance."

A budget is normally divided into a revenue budget and a capital budget (i.e. machinery, new buildings, etc).

Budgeting requires careful record keeping. If this has not been done in the past, the preparation of the first budget is somewhat difficult. A budget should be phased - that is broken down on a monthly basis in order that expenditure can be monitored against it. In my experience the time spent on producing a good budget is well worthwhile. A well written budget acts as a major selling document to the



John Harris

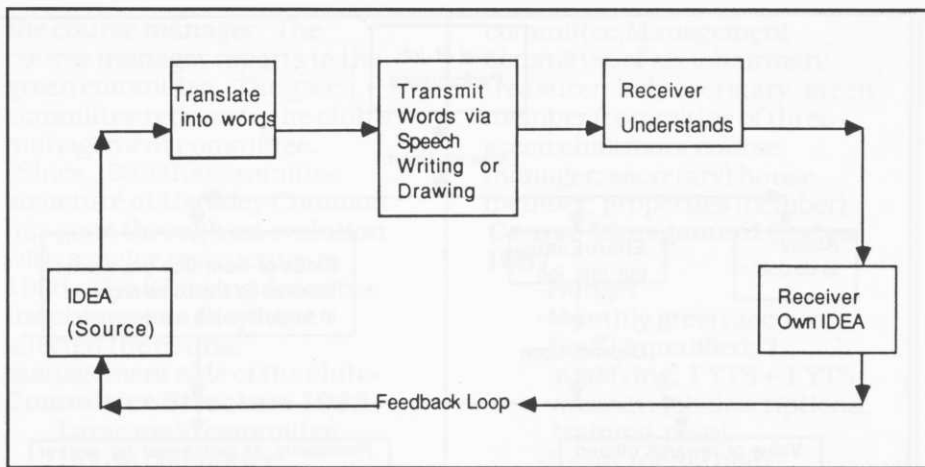


Figure 1

treasurer and the rest of the committee, particularly when it is necessary to persuade them to allocate funds for golf course development and upkeep in preference to other golf club projects.

I would recommend budgets to be prepared under the following format:-
Revenue (phased on a monthly basis): Phasing enables the club to plan its cash flow in and out of the club's funds.

Capital: This should reflect the programme for machinery upgrade and replacement and should also be phased.

Notes of explanation: These are a very important aspect when communicating the justification for expenditure.

Comparison to previous year's performance: This is an extremely important aspect of the budget. It always provides a persuasive argument if you have performed within the previous year's budget and it is even better if you are able to demonstrate that you have kept within budget for a number of years.

Examples of revenue budget headings are:-

- Salaries & wages
- Training & education
- Publications/manuals
- Subscriptions
- Tax & insurance
- Clothing
- Materials
(Top dressings, soil & sand; bunker sand; turf; path scalplings; grass seed; fertilisers; chemicals; fungicides)
- Fuel; (petrol; diesel; oil).

- Watering system
- Sundries
- Plant repair & maintenance
- Hire of equipment

A phased revenue budget allows a monthly account to be produced showing the expenditure against each item of the budget. Corrective action can then be taken if any overspends occur. Underspends will be detected before the end of the year and in this case you may well be able to convince your committee to permit expenditure on an unbudgeted but worthwhile item.

Communicating.

Communicating is the most difficult of the functions to review because this article is using the very function to define itself.

Communicating can be defined as:- *"The transfer of ideas so that they may be understood by others. Good communicating occurs when a useful or appropriate idea is transferred efficiently. Bad communication has many causes, but simplified it entails the non-arrival of a message or the arrival of a distorted message"*.

This is illustrated by the analogy of the message "Send us re-inforcements we are going to advance" which gets translated into "Lend us three and fourpence we are going to the dance".

I cannot overstate the importance of good communications within the golf club. In my experience poor communications are generally at the root of most complaints, controversy,

politics and staff relation problems.

Golfers become more reasonable individuals when they understand when and why you need to put several tonnes of topdressing on their greens at least once and sometimes twice a month; and when and why you insist upon putting 14" deep holes through their beloved putting surfaces. Do not forget societies either - they are likely to spend a much happier day at your course if they are made aware of any major greenkeeping activity in advance of their visit.

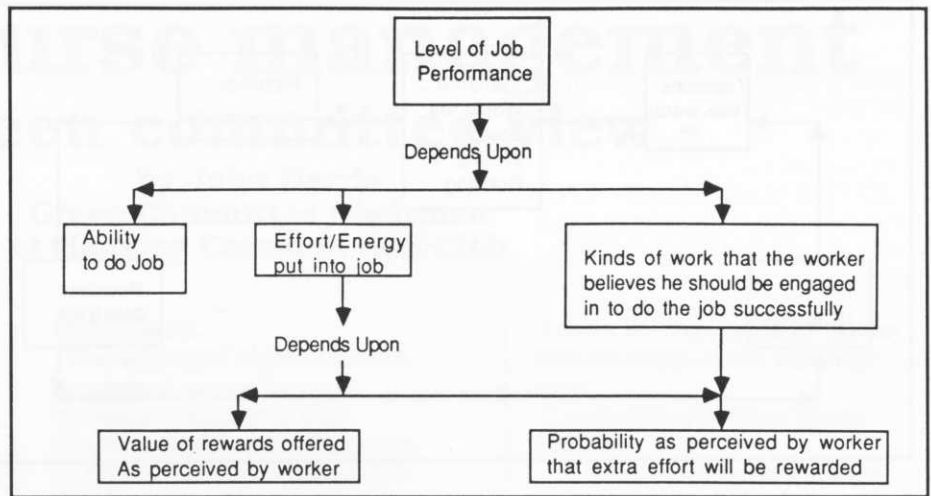
At Hankley Common we have a policy of open government and we communicate by publishing information to both the membership and the staff.

The methods used are:-

- An annual course status report
- Minutes of green committee meetings
- The winter programme
- Special notices
- Reports on special topics
- Chairman of green & course manager (available to members)

Another important aspect of good communications is that it provides a very important feedback. In management terms this is described as the feedback loop. This provides the means to verify that communications have been fully understood and to obtain the point of view of others on a given topic. You will soon know whether or not you are developing your golf course to meet the membership's or owner's aspirations. Figure 1 illustrates the feedback loop principle. This

Figure 2



This principle is practically employed when you attend a seminar and take part at the end of the day in the question and answer session with the panel of speakers.

Motivating.

Motivating is important because:-

Staff must be induced to stay within your employ. Labour turnover and absenteeism can be costly and dysfunctional if allowed to get out of control, but attendance is not enough.

Staff must do their appointed jobs in a dependable fashion. If our greenstaff are to function well as a team, we need to rely on a continuous and fairly stable pattern of relationships over time.

Staff must be innovative and exhibit spontaneous activity. That is, to act on their own initiative and carry out tasks beyond those that are laid down for them to do.

Motivation is important if you expect a consistently high level of job performance.

Figure 2 attempts to describe the various aspects of job performance. In the first place the worker must have the ability to do the job and secondly he must have a clear understanding of the job (job description) or the task that he is being asked to perform (good communication). The effort and energy put into a job will depend upon the rewards for doing the job as perceived by the worker and the probability as perceived by the worker that extra effort will be rewarded. In other words, effort and energy put into a job will depend upon motivation. Rewards should not only be viewed as financial. Financial rewards tend to have a short term motivational effect. Overall job satisfaction is what we should be aiming for.

There are many other motivational factors such as:-

- Training
- Promotion prospects
- Grading structure
- Good staff communication
- Sense of involvement
- Praise
- Discipline
- Appraisal
- Company car
- Pension
- And many others

The methods used to motivate the staff at Hankley Common include:-

Information: We publish the same information to them that is published to the members. Downward communication is as important as upward and outward communication.

Involvement: The course manager has access to the clubhouse and members. Staff with a handicap play in monthly medals Stablefords and non-boarded competitions. Informal contact between the staff and committee members is actively encouraged and pursued.

Training: The course manager is encouraged to develop his subordinates by on-the-job training. Subordinates themselves are encouraged to participate in training their subordinates. Appropriate external courses and seminars are identified. Apprentices attend Sparsholt College, Winchester and their expenses and course fees are paid for by the club. Our YTS trainees attend Merrist Wood College, near Guildford.

Praise: When staff have done a particularly good job, we tell them and tell anyone else who will listen.

Remuneration Policy: Annual pay awards are paid on fixed percentage plus merit percentage. Apprentices are reviewed six monthly. There is an annual Christmas bonus which is based on individual performance, attendance records and timekeeping during the year.

Grading Structure: We have a grading structure of course manager, assistant course manager, senior greenkeeper, greenkeeper, apprentice greenkeeper and trainee greenkeeper

Discipline: This in itself is a motivator when administered fairly. When you are not satisfied with performance do not let it fester - take urgent appropriate action. The person being disciplined and his colleagues respect a firm but fair style of management.

BIGGA Membership : All staff are encouraged to join BIGGA and their subscriptions are paid for by the club.

Appraisal: In the coming year consideration will given to introducing a formal appraisal scheme linked to the annual pay review.

Controlling.

Controlling can be defined as:- *"The essential process of seeing that what is planned to happen actually happens"*. At Hankley Common day to day control is carried out by

the course manager. The course manager reports to the green committee. The green committee reports to the club's management committee.

Since 1983 the committee structure at Hankley Common has gone through an evolution with a major restructure in 1986. The following describes the changes as they have affected the course management side of the club:-

Committee Structure 1983

- Large main committee
- House committee
- Finance committee
- Large green committee (with no continuity)
- Irregular meetings
- No greenstaff representation
- No budget
- No plans
- Four un-qualified staff
- Annual visit from agronomist
- No planned machinery replacement
- No Health & Safety procedures

Committee Structure 1987

Two tier committee structure: Captain's

committee; Management committee of six (chairman; treasurer; lady secretary; green member (committee of three - green chairman; course manager; secretary) house member; properties member).

Course Management Status 1987

- Budget
- Monthly green account
- Staff (3 qualified; 2 qualifying; 1 YTS + 1 YTS vacancy; job descriptions; training plan).
- 5 year rolling plan
- STRI subscription
- Published machinery replacement / upgrade programme
- Published winter programme
- Published monthly green minutes
- Conservation programme
- Planning approval for greenhouses & workshop
- Planning approval for new staff facilities
- Health & Safety procedures
- Annual status report to members

To conclude, I would like to

return to the main theme of management. Managing is getting things done, with and through people. The function can be categorised as a series of roles.

Relating roles to superiors; peers; subordinates.
 Information roles - clarifying goals; informing; planning.
 Decision roles - allocating resources; resolving conflicts.
 Just as it is possible to categorise the roles that a manager plays it is also possible to identify his skills.
 Human - interpersonal skills.
 Technical - decision making skills; knowledge skills;
 Conceptual - planning skills; visionary skills.

Management is *not* a gift - it is a skill and a science.

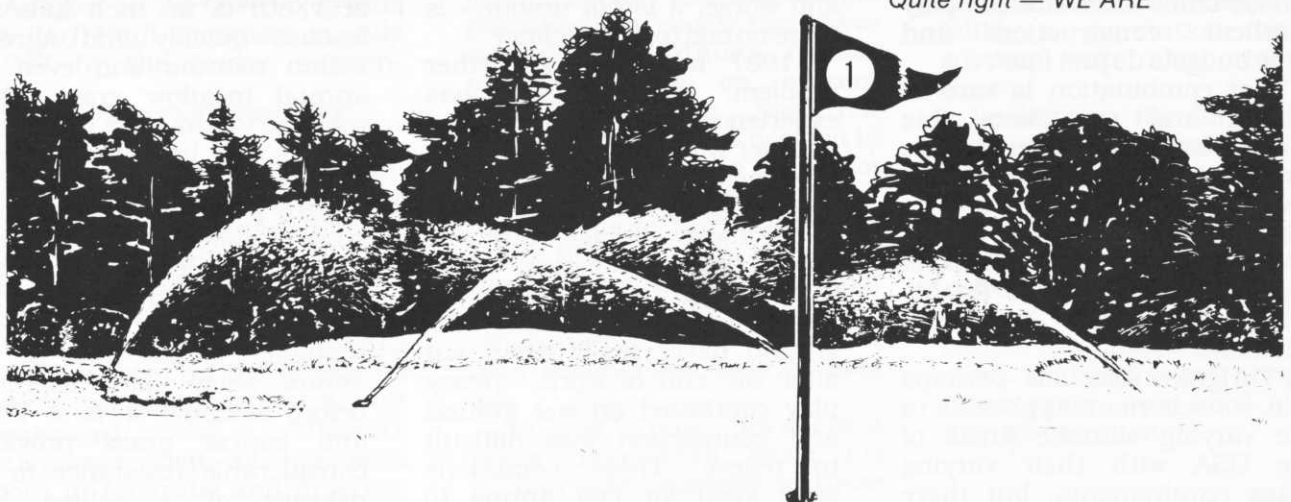
When BIGGA puts together proposals for greenkeeper education and training, I would suggest that management training will need careful consideration.

You do not create a manager by changing his job title from head greenkeeper to course manager.

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THE QUICK...

1987 was a year that many greenkeepers will remember.

Having said that, it is also true that most years seem to be exceptional at the time, but when we do all the sums at the end of the year we find that the inches of rain, feet of snow or degrees of frost etc. come very close to average.

Last year was not so very far out of line in most areas of Britain; the exceptional thing is the way these factors combined with the present state of so many courses to push them nearer to total disaster. Nature always repays her debts and extremes average out, but it is worth noting that it is these same extremes (drought, heavy rainfall, cold, heat, etc.) that put stress on the grasses. It is this stress, when combined with a weakened sward, that causes problems so much greater than twenty years ago.

An excellent article on this theme by James F. Moore in the July/August 1987 issue of the *USGA Green Section Record* is entitled "Management on the Edge". The author speaks of the difference for course superintendents between those who run their courses on the edge of success - and those who run them on the edge of failure, "Those clubs with limited play excellent construction and large budgets do just fine".

That combination is rare in Britain and over here this year's weather has been savage for those working, sometimes without realising it, near the edge of failure.

Moore picks out four groups of factors which have led to this unhappy and insecure situation.

1) Turfgrass selection - perhaps that sounds more applicable to the varying climatic areas of the USA with their varying grass requirements, but there is equally a lesson for those in this country who have unconsciously "selected" *Poa Annua* through mistaken manage-

ment methods and find it's incapable of meeting the demands of intensive winter play.

- 2) Chemical usage.
- 3) Fertility practices
- 4) Player demands.

Space does not permit me to enlarge on all these issues, but the downward trend of player demands in terms of reality, or to be more correct, unreality must be stressed.

Past demands for green and "receptive" surfaces have led to dangerous levels of *Poa Annua* infestation. The difficulties in managing this situation have only too often been met with chemical answers. For example the use of fungicide twice a month is not uncommon in the winter months. For those who have gone further downhill to thatch this must have been a desperate year. I have seen golfers attempting to putt across greens so soft the triplex left deep ruts.

Some stories sound just too unlikely to be true and I don't like to have my leg pulled. So I just had to check when I heard of a club which had issued instructions that every shot must be played from small pieces of matting which players were to carry round the course with them. It was true and worse, it is not unique - is there no end to this decline?

1987 has seen a further problem. Most of Britain has experienced a combination of weather which has exposed just how near the edge "modern" greenkeeping is running. Rain a bit above average, but well spread through the year. Lower than normal temperatures and less sunshine meant the ground never really dried out after the end of April. Heavy play continued on wet ground and compaction was difficult to relieve. These conditions were ideal for *Poa Annua* to increase and dense *Poa*, however frequently mown, is a rough grass giving a slower surface.

The media and talkative professional golfers, equally uninformed, have gone overboard about speed of greens and have shown us once again what damage they can do. Every golfer has absorbed pictures of balls sliding across greens like glass. The fact that these have frequently come from U.S. courses with budgets in six figures or with play limited to a few months in the year has not been appreciated. "We must have it on our course" has been the cry and committees have jumped to obey.

It all looked very simple - "just tell them to put the mowers down a bit". No mention of which grasses are to be grown and what effect this drastic treatment might produce.

A vogue has grown up for regular use of the Stimpmeter. This simple device does provide a much needed objective method of measuring

PACE

the speed of greens and it is an improvement on relying solely on the golfer's subjective perception, but a shower of rain can vary readings by two feet or more. Unfortunately it has been seen by the non-technical as the sole method of management. Simply take a reading and cut accordingly - never mind if that results in unacceptable defoliation. Prolonged periods of mowing at 1/8th of an inch kills fine fescues quickly and *Agrostis* within months and even the annual meadow grass which replaces them dies eventually. Greens may be quick, but they may also be dead.

Many greenkeepers have now seen slides taken with magnifying lens of different grasses in the cut state and this has provided further food for thought. Close-ups of *Poa annua* show that, especially before seeding, it is a fleshy and course grass providing considerable resistance to the passage of a rolling ball. Individual stems and leaves stick up in a haphazard fashion. Similar magnifications of *Agrostis Tenuis* and

especially of *Festuca Rubra* show a much smoother and more consistent surface. No wonder putts on *Poa* so frequently just miss where those on greens composed of the finer grasses roll in. *Poa* may look all right to the naked eye, but not in closeup.

Almost daily inspection and frequent photographs have disclosed that even sensible management this year did not prevent an increase in the *Poa annua* content. In fact just three days into a wet spell new green shoots could be seen invading any less dense patches of bent or fescue. At precisely the same time the greens became much slower. They were not being encouraged by fertiliser or added artificial water and with the cooler weather in the autumn rapidly disappeared. A few warm days in December and up they popped again. In general, though, it was noticeable that this invasive competition had thinned out the bent and fescue.

I suspect that, even without this photographic proof, most people will feel that 1987 was a year in which they went backwards in the never ending battle against *Poa annua*. I know that many course managers feel sore that interference by committees demanding faster greens has led to further losses to the enemy.

A report on the speed of greens in *'turf Craft Australia'* in July 1987 by the course superin-

SPEED REPORT

tendent of Royal Melbourne, Peter Williams, seems to have received wide circulation in this country. Even if we don't know Australia, we must be inclined to doubt the statement that the original Sutton's Mixture sown on the greens 60 years ago remains. Nor are we reassured by William's statement "that he has seen both in Australia and America, excellent putting surfaces consisting of a predominance of *Poa annua* and in fact if maintained and prepared cor-

...AND THE DEAD

rectly for tournament or club golf, present a surface equally as good and fast as that of bent greens".

So claims that the greens at Royal Melbourne are cut for tournaments at 1.8mm (about 1/14th of an inch) and more regularly at 2.5mm (about 1/11th of an inch) lead to a sense of disbelief or at least the certainty that fine grasses would not survive such treatment here. It does seem significant that on one day of the Australian Open the players refused to continue their round. The venue? - Royal Melbourne.

In fact, it might be better to make the greens a bit faster at these difficult times by rolling with a weighted hand machine, not forgetting to relieve any resulting compaction by intensified aeration. A more recent article in the *Green Section Record* by Larry Gilhooly makes a further point "Moss invasion is becoming more common as memberships ask for green speeds that are simply not attainable on a regular basis".

The biggest disaster of all, though, was perhaps the disappearance of what I would call "the voice of Experience and Authority". Many greenkeepers have told me privately how much they have missed Jim Arthur's regular pronouncements on current problems. Jim has not disappeared, but has decided to help only those who are a) not too far from Budleigh Salterton and more importantly b) have proved that they will carry out his advice. I will not presume to assess his reasons other than to say that a lesser man would have done so long ago.

In 1987, only Jim's client clubs have been given his authoritative answers to these current problems, an unwelcome shock for those who have not realised the value of an expert second opinion

when pressure is exerted by a customer or employer.

This might be a good time for all those engaged in golf course maintenance to rethink their attitude to agronomists and advisers. Forty years as a general practitioner in a profession does at least qualify me to express strong general views. I built up my own panel of consultants to whom I could refer my difficult patients for the support and comfort of a second opinion. I certainly did not feel that my status was threatened.

Yet some greenkeepers seem to

SECOND OPINION

resent their clubs calling for a second opinion even if the result is to strengthen their hand. In all professions I suppose there will be someone who is so clever they don't need help, but for most of us it is great to have a shoulder to lean on. It is a curious fact that in all professions it is the good practitioner who benefits most from a good adviser.

It goes without saying that I am only referring to qualified and experienced advisers with no commercial attachments.

Experience teaches us all that the best weapon in an argument is a few grey hairs and therefore it takes time to build a reputation as an adviser with the necessary clout".

Looking to the future I am encouraged to feel that the STRI increasingly speaks with authority and I hope that they will add to that a more complete service and fruitful research into the darker corners which still exist in golf course maintenance. In years such as 1987 - and they will come again - we need all the help we can muster.

**BY
EDDIE PARK**

I WAS driving to work across Cheshire on the morning of the 16th October 1987 and the car radio was switched on. There was a pause in the music and a voice announced that if you lived in the South of England you should stay at home.

I thought to myself "What nonsense is this, we don't have severe weather in October, you only get such announcements in February".

It's all past history and the hurricane winds of over 100mph had indeed flattened much of the South East of England.

So what lessons can be learned from such a catastrophe and what can be done to reduce the likelihood of it all happening again?

Well, basically, you have got to be philosophical about such natural disasters. They are Acts of God. If a similar hurricane should occur again next October, say in the North of England, it is likely to have an identical effect. Unfortunately the high winds couldn't have chosen a worse time to attack. A very wet summer meant most trees were less firmly anchored than normal. Combine this with the fact that the trees were in full leaf, when they have maximum wind resistance, and you have a recipe for potential trouble.

You could, as a golf course manager, take some consolation from the fact that even places such as Kew Gardens suffered just as badly as the worst hit golf course. It's no reflection on your lack of tree expertise if you lost a lot of your tree cover.

How should you tackle the after-math of the storm? Reading this several months after the event you might be inclined to think that you have done all that is necessary, but let's see...

The first thing to do is to remove any trees, or parts of trees, which are dangerous. The safety of anyone using your golf course has to be a paramount priority. If there is dangerous work to do, call in a specialist contractor.

Once you are reasonably happy that all the immediately dangerous trees have been cleared or made safe you need

"OCTOBER 16th and all that!"



to take stock of what's left. If there are trees blown over, but lying safe, you can probably leave these for a while before you deal with them.

Just bear in mind that several million trees have, in the space of one day, become unexpectedly available to the timber trade. The trade is not geared up to handle this windfall timber and, as a result, there is a buyers market. If trees are blown down, but lying so that they are not dangerous, it could pay you to wait a while until you can get a realistic price for your timber.

Here are some useful tips to help you organise a timber harvesting programme for your fallen trees.

Trees such as, birch, poplar, pine, lime, sycamore, beech and ash will start to decay first. They need getting rid of fairly quickly, preferably within the next 12 months.

Spruce, larch, oak, sweet chestnut and yew can remain in good condition for up to five years. So these species can be left to the last to remove.

Timber merchants can make the most use of large pieces of timber. If you want to cut up fallen trees try to save big pieces. Straight lengths of over 12 feet and two feet in diameter will, if they are in good condition, fetch the best prices.

Other timber in smaller pieces could be sold as logs for firewood or to DIY enthusiasts for wood-turning. Cherry, robinia, laburnum, ash, beech, walnut and yew are excellent for wood-turning or carving.

If you are unable to leave fallen sound timber in situ and you can't remove large pieces to sell to timber merchants, don't simply burn it on site. There are several portable machines available for hire that can convert fallen timber into planks. Rather than take the timber to the machine you take the machine to the tree. These machines are ideal for places where access is difficult for heavy timber hauling vehicles.

Portable sawmills are now widely used on rural estates and in country parks to convert timber into fence posts, stiles, signs and general purpose planking.

Once you have cleared up the initial mess and organised a programme for dealing with the rest of the obviously damaged trees you need to take stock of all the remaining trees on the golf course.



by Tony Gentil



You must check all the large trees first. Look very carefully round the cartwheel area of their root systems for signs of upheaval of the ground.

All large trees that show evidence of drastic movement in their root system will have to be removed. They might seem quite safe at the moment but once they come into leaf they will blow over very easily.

A damaged root system can't always be detected by visible signs of heave. But sometimes you can feel it. If you stand under a tree that has a loose root system you will feel your-

self rising and falling as the tree sways in a strong breeze.

Even if everything seems OK don't become complacent. The full effects of the hurricane will only come to light over a period of several years. Watch your trees carefully as they come into leaf. If the crowns seem thinner than usual and the leaves smaller, it could be that the trees were damaged below ground.

Make sure that before you fell any standing trees, even if you are convinced that they are unsafe, you have the right to do so. Trees covered by tree

preservation orders or those standing in conservation areas cannot be felled without first obtaining permission from the local planning authority.

Although, as I have said, you can't do anything to stop a hurricane, you can take steps to reduce its impact on the tree cover of your golf course. The majority of trees that succumbed to the might of the wind on October 16th were elderly. Where trees are represented by all age groups the effect of a disaster is likely to be less.

Don't assume that by replacing all the lost trees next year you have solved your tree problem. If all the replacements are the same age you will simply be storing up a repeat performance for future generations.

Ideally, a tree replanting programme needs to replace existing losses in the first year and then add a few more each year.

You should be able to get assistance with tree planting schemes from bodies such as the Forestry Commission. Check with them before you finalise your replanting programme.

B.I.G.G.A.

S.WEST & S.WALES REGIONAL SEMINER AT SOMERSET COLLEGE OF AGRICULTURE & HORTICULTURE CANNINGTON 9th MARCH 1988

PROGRAMME

9.45 - 10.00 am
10.00 - 10.15 am
10.15 am
10.30 - 11.15 am

11.15 - 12.00 am

12.30 - 1.30 pm
1.30 - 2.15 pm

2.15 - 3.00 pm

3.00 - 3.30 pm
3.45 pm

Registration
Coffee & Biscuits
Introduction by Paul Worster
Mr. N. H. Rigden N.D.H. Cert Ed. will present a paper on GREENKEEPER TRAINING
Mr. Bob Corns of the N.C.C. will present a paper on NATURE CONSERVATION ON GOLF COURSES.
Lunch
Mr. J. Perris B.Sc. of the S.T.R.I. will present a paper on TURF MANAGEMENT.
Mr. T. Gray P.G.A. European Tour Director will present a paper on TOURNAMENT GOLF COURSES.
Question Time.
Close.

Fees for the seminar as follows -
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BIGGA N-W SEMINAR

ANOTHER Seminar is to take place at Mere GC. Cheshire, on March 17th 1988.

A wide selection of speakers have been arranged to wet your appetites, although a few have yet to be confirmed. Those who have confirmed are as follows:- Mr. J. Kidd Golf Estates Manager at Gleneagles Hotels, Mr. Neil Thomas BIGGA Executive Director based at Bingley, Mr. Brian Pierson Golf Course constructor, working on most of the Open Championship courses and Mr. Michael Coffey, Managing Director of *the Golf Course* magazine.

You will be able to put your questions and theories straight to some of the top people in the greenkeeping profession.

I can assume that this years seminar will be as good if not better than last years. Full details and price will be available on application to: **Mark Lewis, North-West Secretary, 35 Haddon Drive, Pensby, Wirral, Merseyside.**

ON the night of 16th October last year the worst storm in living memory hit the south-east of England - leaving the countryside devastated, with a reported 15 million trees down.

If the reported losses are correct, it would be fair to say that a good percentage of what has taken out that night could at best be described as scrub timber. Many of the better quality hardwoods lost were long past maturity and had begun to rot away at their centres.

No matter the value, that one night of wind is still affecting the lives of many greenkeepers. Courses have had to be cleared and many dangerous trees made safe. The time devoted to wood clearing has affected the day-to-day presentation of courses and planned winter programmes have been forgotten.

The cost of clearing timber is very real and in many cases this will determine how long the clear-up will take. Many clubs will be levying their members to finance the clear-up. Many are hopeful of realising something from the sale of timber to help with the cost, but with so much timber available, the price obtainable hardly pays for getting it off the site.

To be of any value, some types of trees should be cleared as soon as possible as there is a very real danger of invasion by pests - making the wood only fit for burning. Clubs should take professional advice if in doubt.



Every experience brings a harvest and the real beneficiaries of the hurricane are the saw millers and pulp mills. The manufacturers and retailers of chainsaws could not keep up with the demand. Many retailers were completely sold out the day after the storm. There are not enough professional woodcutters available and this influences the cost as well. I recently heard of someone being asked £500 to remove a medium sized Acacia tree from their garden!

On the day before the hurricane, I had arranged for six of the staff here at Sunningdale to attend a course on the safe handling and care of saws, through Peter Bridgeman Associates. I was obviously unaware at that time

that the skills learned were going to prove invaluable over the next few weeks.

Since the storm there have been reports of hundreds of accidents involving inexperienced users of chainsaws. And accidents will happen even with experienced users.

I was surprised to find that at many clubs no provision has been made for basic instruction on the safe handling and care of saws. We are responsible under the 1974 Health and Safety Act, to ensure that staff are given this essential instruction. There is a requirement for certain protective clothing and equipment safety helmets, eye protectors, ear defenders, gloves with protective guarding on the back of the left hand, leg protectors, safety boots and non-sag outer clothing. Another essential piece of on-sit equipment is a first-aid kit, including large wound dressings and hand cleaning materials. It is an added advantage if one member of the team has had some first aid training.

A good training course ensures that everyone becomes familiar with the saw and how to use it safely. It is also a long term economy to see that everyone knows how to



**by Jack McMillan,
Head Greenkeeper at
Sunningdale Golf Club
in Surrey.**

sharpen and care for a saw. Courses can include instruction on felling, snedding, cross-cutting and stacking, the take-down of hung-up trees, chainsaw clearance of wind-blow, felling large hardwoods and tree climbing and pruning.

Bert Watson of Tyrells Wood Golf Club lost a lot of trees up on the Downs. He had the good fortune, however, of having a first class squad of woodcutters from the north-east working on a nearby Estate. They have cleared a lot of the timber, with the Tyrells Wood greenkeepers working behind them, burning the rubbish and restoring any damage created by getting the timber off the course.

Jim Liddington of New Zealand Golf Club was confronted with a loss of some 2,00 Birch and Pine trees. The club have been able to get a pulp company to take the timber. They provide the labour to get the timber they want, and a squad of greenkeepers burn the debris. Jim reckons it will be some years before he catches up with the burning operation.

Kevin Munt was, at the time of the hurricane, into the second day of the Suntory World Matchplay at Wentworth. Anyone who witnessed the scenes of havoc on television created by the storm must be aware of how Kevin felt. Access roads to the course were completely blocked, large trees were down all over the West Course and television towers, complete with valuable cameras, were destroyed. The Wentworth club, Kevin and his staff, are to be commended that the course was made playable and the tournament completed.



Puttenham Golf Club have, in the last two years, been undergoing extensive alterations to lengthen their course. This has entailed cutting five new holes through woodland. By the time of the storm, the new holes had been completed and greens, tees and fairways were all sown. Ian Lowe now has his work cut out clearing some 700 trees, left to define the new holes, that were blown into a knot.

Jim Russell, assistant course manager at Hankley Common, awakened on the morning of the 16th to find himself without a car. A nearby tree had come down in the night and gone through the garage - wrecking both garage and car. Jim later discovered that the club secretary had suffered similarly - his car was also written off!

Alex "Lex" Armitage was basking in the sunshine in Spain when he first heard of

the hurricane. On arriving home he could hardly believe the scene that confronted him. The first hole at Richmond was completely blocked with blown Lime, Beach, Oak and Hornbeams. The course had to be completely closed for a week to allow for essential clearing and to make it safe for members. It took four weeks for the first hole to be cleared and made ready for play. Alex believes Richmond have lost 80 per cent of their timber.

The 18 holes at Selsdon Park Golf Course were only opened for play on 1st January. Clearance and restoration has cost a lot of money - the sum of £60,000 has been mentioned in the Press. Ian Hamilton, the course manager, says in all, 300 mature trees were brought down by the winds and a further 150 had to be felled in the interests of safety. Ian reckons he has something like two acres of replanting to complete. Selsdon Park's hotel carpark also suffered - twenty cars were completely written off and many more were badly damaged.

The loss of trees has made some courses seem rather bleak. Clubhouses were damaged, irrigation systems torn up, storage tanks smashed, vehicles lost, shelters and storage sheds brought down. But, driving across the home counties, I am amazed at the number of trees we will have, and I am sure every effort will be made to restore things for the future.



QUESTIONS, questions and more questions. Any comparison between the greenkeeping meetings of twenty years ago with those of today would have to take account of the fact that more people are asking more questions than ever before.

Not just technical questions, but much more fundamental questions concerning the whole structure of the game of golf.

A prime target for criticism among those involved with the maintenance of golf courses are the national golf unions and their apparent inability to shoulder tasks that would seem to be their responsibility. It would perhaps be only fair to first establish how they operate. So it was that I made my way to the headquarters of the largest of the national unions, the English Golf Union at Leicester to talk to their secretary Keith Wright.

Our first task was to put the EGU into a proper historical context. We all understand that the R & A constitutes the ruling body of the game outside America, but it is not responsible for the running of the game in each golf club. From a fairly early stage, in order to arrange local competitions, clubs banded together to form county unions. National unions were a later development and the English Union is a relatively recent newcomer, dating from 1924. The Scottish, Welsh and Irish unions consist of all their constituent clubs, but their English counterpart has as full members only "the county unions of England and the Isle Of Man".

Thus there is no direct link between the national body and the clubs. Everything has to pass through the county unions with funds collected by the county from the clubs and services given in return have to use the same roundabout method.

In recent times, considerable efforts have gone into modernising the mechanics of the EGU starting with the move in 1985 from Wokingham to a more central site at Leicester in a building specially adapted for the purpose. At that time Keith Wright was appointed as secretary, an encouraging if rather surprising appointment as his previous career was with the Football Association.

Keith and his very capable deputy Paul Baxter have now had time to set up an organisation well equipped for today's world. So where does it obtain its income and what does it do with it? Keith did his best to give me some answers.

Looking at the financial report it is clear most of the income is raised, by an annual levy on all golfers, currently set at 60p per head. This amounts to £204,000 out of a total of £260,000. There is some additional aid from both the Sports Council and the R & A.

It is when we come to look at the other

side of the figures that some doubts arise in my mind. Administration accounts for £97,000 of which salaries make up less than half, the remainder going on the general expenses of maintaining a national headquarters. Quite modest, but it then appears that the principal services being rendered are the running of committees and coaching, matches and competitions for the good players. Indeed the accusation has been levelled, that they do little more than train budding professional golfers. Keith Wright thinks that is putting it too strongly, arguing that "traditionally any governing body is expected to conduct and run a programme of competitive excellence and the EGU is not unique in this".

However, the first of the three official aims of the Union is "to further the interests of Amateur Golf in England" and if amateur golf is taken to include club golfers it is difficult to refute the argument that most of the money is being spent for the benefit of a small minority.

There's £2000 for greenkeeper training and £700 for the STRI

The Council and Executive Committee consist solely of members elected by the county unions and any debate as to desirable further services which might be carried out by the EGU will be carefully monitored to ensure that they do not encroach on the territory of either the county unions or of their constituent clubs.

Perhaps an examination of the ability to survey current problems and to react to them on a national scale is called for and it is first essential to identify the true aims of amateur golf. The sort of help that can follow could be illustrated by recent examples such as the problems of Common Land and taxation of green fees where clubs have been delighted to receive a national lead.

That brings us to today's problems on the golf course and here there is plenty of sympathy from the EGU which has not always been translated into action in the past. Although the EGU has always been strongly represented on the board of the STRI financial contributions could not be described as generous. Part of the blame for this must be shared by CONGU which is the body set up to represent all four Home Unions, with responsibilities in the field of handicapping and international competition. Representing all British golfers it might be thought that it could have ensured that matters appertaining to the health of British golf courses were properly looked after.

Now we are beginning to see the difficulties. CONGU has no teeth and no way of enforcing its will. Worse still, it has little in the way of income. Income is also a problem for the EGU. In most fields of sport the organising body has a

FACE TO FACE

**Eddie Park
talks to
Keith Wright
Secretary
of the English
Golf Union**

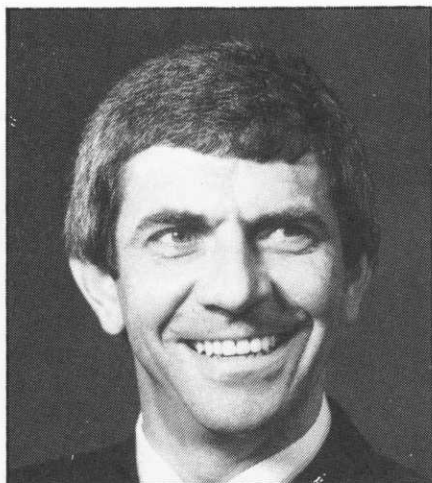
money-making event which it can finance desirable ends.

In recent years the R & A has begun to derive substantial profits from the Open and has set up a mechanism to distribute any surplus. I am not sure that the cash is really reaching the best targets for the good of the game as a whole, but both BIGGA and the STRI are receiving very necessary assistance.

The EGU championships are not regarded as being of enough interest to even justify admission fees, let alone TV interest and there is a limit to what can be derived from levies, but only this year when the R & A suggested that the unions should join them in better support for greenkeeper training the EGU have agreed and will gibe a two pence per head contribution which will provide in the region of £8000.

I asked Keith for some general comments on how he personally sees the future and he made some interesting points. For example, it really ought to be possible to cut out some of the overlap between the activities of the many fragmented bodies involved with golf eg. the EGU, the PGA, BIGGA, the golf Foundation and so on. The same goes for new developments with the Sports Council, the architects, the constructors, STRI etc.

Sponsorship is another difficult subject which is at least being thought about. The Golf Foundation has done a splendid job in interesting more and more young people in golf, but very little to ensure that good courses are available for them to actually play.



"It does seem sensible for the EGU to pull one way and another body to pull in a different direction"

KEITH WRIGHT

What is worse is the fact that commercial organisations do not readily see an alternative home for their generosity. A plan that has been in the back of Keith's mind for some time is the concept of a golf development body, financed by sponsorship, that would act as a channel to funnel money into worthwhile projects.

"The indications are that there are problems with courses and it would seem sensible for a fund administered by the EGU to be set up to support any project which is required" stated Keith, "and it could be argued that the EGU has a duty to provide services that individual clubs cannot provide, chief among which is education". There is at present nobody to educate golf club members and their committees in how to manage their golf courses. In some other countries there is a much greater input of expertise into golf clubs and it need not be costly.

A further criticism of the EGU is that, if it runs competitions with a view to encouraging excellence, it does not always select venues which match that aim. Youngsters need not master ball control if the examination is target golf. Some of the courses seem to have been selected more on past reputation than on current excellence. The EGU does not consult or employ expert advice in selecting courses, but that problem may be more easily solved now that a member of the executive, Peter Wilson, is also chairman of the STRI.

It will be of interest to readers of this magazine that Keith Wright told me that when the EGU is running a tournament it prefers to deal at first-hand with the course manager. He is also realistic enough to recognise that the members of a host club have more influence over course preparation than a visiting union.

I went to Leicester armed with a barrage of criticisms that I have heard over the years from those involved in the

maintenance of golf courses, especially from members of club committees and Keith was able to answer many of my points or at least explain the difficulties. I certainly came away with more optimism that problems are being investigated with sympathy and efforts being made to find solutions.

A few doubts remain in my mind. A common feature which seems to link most bodies working on the interface between golf and golf course maintenance is that they frequently lack expertise and therefore fail to appreciate what they don't know! I remember raising this point with a VIP in the golf world when talking about one of the most important committees in golf. (no names, no pack drill!) "Well they have all been good golfers and they're all good chaps".

Applying such criteria does not help very much if decisions are taken which affect the way a golf course is to be treated. This criticism is equally valid whether discussing club committees or national committees and national unions are certainly not exempt.

Appointing a consultant and then ignoring or misusing his advice is another mistake. Of course, this kind of criticism works both ways. Do the boards of management of the STRI and BIGGA know enough about the needs of their customers?

A more serious matter in my mind is the cumbersome arrangement that stems from working through the counties. The EGU seems to be a sleeping giant and efforts are being made to rouse it, but the process is agonisingly slow - much too slow if help is to come in time to the men struggling to maintain English courses. The tragedy there is that all this has happened before. In the late Twenties, when the EGU and other unions joined with many clubs in setting up the Board of Greenkeeping Research when courses faced a peril similar to that of today.

Continuity is a frail commodity in golf and golf courses are the losers.

The EGU headquarters staff have already been able to offer BIGGA some help with such things as computer lists of club details and I feel sure the time is ripe for BIGGA officials to talk about the problems of their members with the EGU.

The last word must rest with Keith Wright. "The responsibility for maintaining a golf course does not rest with the EGU; it rests with those charged with responsibility within the club. The role of the EGU is in the long term concerned with providing means whereby people in clubs can obtain educational help to do a better job. The fact that a club has not come to grips with a thatch problem or whatever is not the fault of the EGU.

"The future role of the EGU must centre around the building of a better co-ordinated programme for golf and golfers. It does not seem sensible for the EGU to pull one way and another body to pull in a different direction".

FACE TO FACE

NOTEBOOK...

New system

UNIVERSAL Materials has evolved a new type of Tee Mat system which combines what managing director Geoff Russell calls "the best of both worlds".

The stance area is a traditional rubber link mat of the type which Universal, under their trade name "Unimat", has been making for over 50 years. Constructed from used truck tyre material, these mats are still easily the most durable on the market.

The striking surface comes from Japan where its manufacturer, Soko of Tokyo, is the largest supplier of artificial turf to the country's 3,000 driving ranges.

"The Japanese driving range market is so enormous", says Geoff Russell, "that it is feasible to produce a deep pile artificial turf specifically for golf. We have tried to combine our mats with many different artificial grass products from several different countries and there is no doubt that Soko's is superior to every thing else on the market".

The mat is available in both single and double-ended configurations and is mounted on a treated wooden platform.

The artificial grass runs the full width of the stance mat, thus giving the user a generous area on which to position the ball. For further details ring Geoff Russell on 01-421-1236.

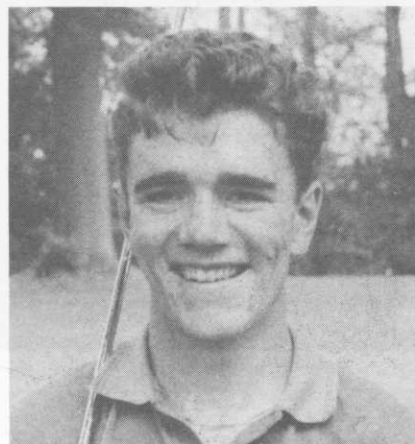
Three wheel drive from Jacobsen

JACOBSEN'S Tri-King 1471 triplex reel mower is now available with 3-wheel drive for improved traction and maneuverability. The powerful new hydraulic traction drive system along with aircraft-style steering, a foot-operated hydraulic reel lift with auto start/stop, and a 71" cutting swath gives the Tri-King increased efficiency and productivity. For details call Chris Smith on 0553 763333.

Proud student

TOM BRANNON (19) assistant greenkeeper at Ratho Park Golf Club in Newbridge near Edinburgh, is the proud recipient of a new award introduced in 1987 - the Institute of Groundmanship's Prize for best Greenkeeping and Groundmanship -Practical Student.

However, to Tom, who hails from Fauldhouse, this ultimate accolade was simply the pinnacle of a successful three year course at Oatridge Agricultural College, Uphall West Lothian. In his two previous years he took Best Greenkeeping and Groundsman Student Award. In recognition of his excellent performance, Ratho Park Golf Club presented Tom with a



Tom Brannon

cheque.

At present Tom doesn't play golf but he is eager to learn, and if he applies himself to the game with the same vigour he attacked his studies he's sure to prove successful.

'Survivors' of John Deere course manage a smile

AS part of their plans for expansion in the UK market, John Deere consider the best way to ensure that the quality of service matches the quality of their machines, is to train their staff at first hand. So behind the smiles in this photograph was an intensive five day training course for British ground care dealers in Nashville, Tennessee, U.S.A.

A large part of the company's success over the last 150 years

has been due to their firm commitment to training, research and development at all times.

* * *

The happy picture below shows Mr. D. M. Walker, managing director of John Deere UK (3rd from left) Mr. F. A. McKee, commercial manager (2nd from left) and Mr. M. Rhodes (2nd from right) with British ground care dealers.



...NOTEBOOK

New course gets "thumbs up"!

GLENEAGLES HOTELS plc have presented a trophy for a new two-year college training course in gamekeeping and estate maintenance.

The course is at Elmwood Agricultural and Technical College in Cupar, Fife.

Jimmy Kidd, estate manager at The Gleneagles Hotel, said: "Elmwood is the most progressive college of its kind anywhere in the UK and is particularly renowned for its greenkeeping courses. The new course was prompted by Scotland's need for the conservation of its wildlife, which is vital to the tourist industry.

"We hope it will encourage youngsters to enter this buoyant sector of the estates management industry".



Kevin Bandeen 17, of **Kirriemuir**, gives a 'thumbs up' as first winner of the Gleneagles' trophy. Kevin is 17 and a second-year student at Elmwood.

A NEW Code of Practice has been prepared jointly by the National Turfgrass Council and the National Association of Agricultural Contractors, with the approval of the Ministry of Agriculture.

The Code gives guidance on the application of pesticides to recreational areas, parks, sports grounds, airfields, road and motorway verges, housing estates and hospital grounds. It also covers the handling, storage and transport of chemicals. It gives advice not only on selecting the correct pesticide, but on whether and when to use one at all. Keeping records of chemical treatments is an important part of the legislation, which the Code explains in detail.

Copies of the Code are available from the National Turfgrass Council at a price of £7.00.

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SPECIFICALLY formulated for the professional greenkeeper and groundsman who requires the ultimate in easy-to-use sprayable iron, Farmura have introduced Ferrosol Liquid Iron to the UK market.

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Ferrosol can be tank mixed with other Farmura Products and will compliment their liquid fertiliser programmes is available in packs of five litres.

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...NOTEBOOK

STRI courses

THE STRI will hold two courses at Bingley in early 1988 on the theory and practice of turf construction and management.

The courses last five days and will cover soils, grasses, turf diseases and pests, drainage, watering, fertilizers and machinery.

The commencing dates are 22nd and 29th February. If there is sufficient demand for places a third course will be held commencing 7th March.

The fee is £100 for members and £120 for non-members, plus VAT (exclusive of accommodation and meals).

Further details from The Secretary, Sports Turf Research Institute, Bingley, West Yorkshire BD16 1AU. Telephone Bradford (0274) 565131.

Going South

AFTER travelling south across the border, twenty members of the BIGGA Scottish Section, in addition to an informative day at Ransomes' Nacton Works, also spent an enjoyable two nights in Ipswich.

The party of head greenkeepers, led by Jimmy Neilson, besides having a tour of the factory also had the opportunity to try out Ransomes latest equipment for golf course maintenance. "We greatly value such sessions" said Ransomes technical sales and service manager Brian Mitchell, "because it is always helpful to hear what users have to say about our equipment".

Howard Swan goes solo ...

FOLLOWING on from the successful launch of the National Turfgrass Councils' new initiative, the Premier Patrons Scheme, designed to revitalise industry awareness and set a progressive strategy for the future, it has been announced that the STRI has donated financial support in the form of a £800 gold patron pledge.

Responding to the STRI gold patronage Howard Swan, chairman of the NTC, said; "We are particularly pleased and honoured that such a respected and authoritative body has joined with the major commercial companies and organisations within our industry to support this NTC initiative".

Greenkeepers win awards

DAVID BAKER from Walton Heath Golf Club came first out of 24 students on the head greenkeepers supervisory management course at Elmwood Agricultural and Technical College, in Cupar, Fife.

Paul Seago from Hunstanton Golf Club, Norfolk, received two awards - best second year student (out of a group of forty) and also best practical greenkeeping student. Peter Bancroft from Taymouth Castle Golf Club, Aberfeldy received the Gleneagles Trophy for the best greenkeeping project.

HOWARD SWAN, chairman of the National Turfgrass Council and secretary of the British Association of Golf Course Constructors, has resigned his position as director of Golf Landscapes, and as from 1st January has formed his own company, Howard Swan Ltd. Swan's intention is to specialise in golf construction management, with an advisory service on design, irrigation and golf course maintenance.

His position in the industry is already well established and he has been a keen advocate of bridge building between the various professional bodies within the amenity turf market.

He plans to employ experienced personnel to manage projects in Europe and elsewhere on the fee-based system, and to this end, work is underway in Portugal (for Bovis International Ltd and Quinta do Lago; McInerney Ltd at several new sites in The Algarve; Quinta de Marinha Golf and Country Club outside Lisbon; Pinecliffs - a new development in The Algarve). Swan is also advising Corfu Golf and Country Club on the upgrading of their course and maintenance practices. Another project is in Turkey in collaboration with Hawtree & Son.

An area of particular interest is golf course maintenance management. In Europe Swan has discovered a great lack of skills and the professional approach to golf course maintenance expected in the UK is lacking also.

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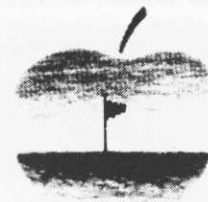
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**Collingtree Leisure Ltd.,
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 Collingtree Park,
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 Northampton,
 NN4 0HT**

...NOTEBOOK

"Slow Release" disclosure debate speeds up

THE STRI has recently been advocating that suppliers of turf fertilizers containing nitrogen in slow-release form, such as IBDU, should disclose openly and fully the actual amount of nitrogen from such a source contained in their fertilizers. This disclosure would enable specifiers and users of slow-release fertilizers to make effective comparisons of quality and value for money between the various products available today.

Rigby Taylor, suppliers of fertilizers, have endorsed this course of action and details of their market-leading Mascot Microfine range of fine-turf fertilizers are set out (right). Rigby Taylor believe that it is in the interests of all users that other fertilizer companies follow this positive lead on the question of disclosure of slow-release contents in support of the STRI's campaign.

Analysis	Percentage of Nitrogen from IBDU
18. 0. 0 + 6% Iron	80%
12. 0. 6 + 2% Iron	60%
8. 0. 0 + 4% Iron	50%
14. 4. 7	50%
4. 0. 8 + 2% Iron	50%

RIGBY TAYLOR, the UK's leading supplier of materials and equipment for the sports turf and horticultural industries, have doubled the size of their Midland sales and service centre at their existing address on the Budbrooke Trading Estate in Warwick.

The added resources now offered by over 10,000 square feet of warehouse and administrative offices represents a positive response to increased business and is

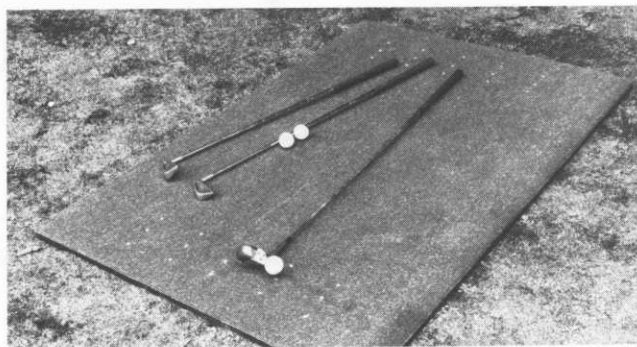
intended to maintain the company's reputation for a comprehensive and impeccable service.

To support this expansion, Owen Jones, a well known respected authority within the industry has been appointed sales office manager. His wide experience gathered from over thirty five years in the horticultural trade is now available to enhance the many other benefits already enjoyed by customers of Rigby Taylor.

CARPETITION LTD.

THE 'TUFTURF' TEE MAT —
Like a piece of firm, well sprung fairway

FOR TEE SHOTS



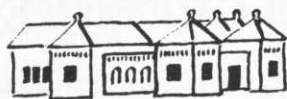
AND FAIRWAY SHOTS



"A British made porous hardwearing all weather tee 1.5m x 1m and 2m x 1m. Synthetic grass, bonded to reconstituted rubber underlay shock pad with 60 tee inserts, combine to give a superb playing surface. Its use is highly beneficial as a WINTER TEE, or when re-turfing tees in the playing season. Also ideal for DRIVING RANGES and PRACTICE GROUNDS both indoor and outdoor." Further details from:-

CARPETITION LTD.,
6 KAFFIR ROAD, EDGERTON,
HUDDERSFIELD HD2 2AN.
Tel: 0484-28777

APPOINTMENTS



RUDDINGTON GRANGE GOLF CLUB

require

HEAD GREENKEEPER

for a new 18 hole course. Applicants must be fully experienced in all aspects of greenkeeping and have a thorough knowledge of course machinery and its maintenance. The ability to control and motivate staff is essential.

Salary negotiable.

Accommodation may be provided.

Applications including a full C.V. to:-

**The Secretary,
Ruddington Grange Golf Club,
Ruddington,
Nottingham,
NG11 6NB**

DATCHET GOLF CLUB

invite applications for the post of

HEAD GREENKEEPER

From persons of proven ability with suitable qualifications and experience in all aspects of course maintenance, who have a thorough knowledge of machinery maintenance and also the ability to direct and motivate staff.

Salary negotiable - no accommodation.

Vehicle supplied.

Applicants should apply in writing with full C.V. to:-

**The Secretary,
Datchet Golf Club,
Buccleuch Road,
Datchet,
Berks.**



HIGHGATE GOLF CLUB

require an

ASSISTANT GREENKEEPER

Use of modern greenkeeping machinery an advantage. Salary negotiable. Apply in writing stating age, qualifications and references to:-

**The Secretary,
Highgate Golf Club,
Denewood Road,
Highgate,
London.
N6 5AH**

GREENKEEPER

Up to £144 per week inclusive of bonus and allowances. Required at Little Hay Golf Course, Bovington, Hemel Hempstead. Previous experience in turf management and golf course maintenance is an advantage.

A two-bedroomed bungalow is available at the golf course for which a reduced rent and full rates are payable.

Application forms are available from and should be returned to:- Mrs. Diane Patterson, Leisure Services Department, Civic Centre, Marlowes, Hemel Hempstead, Herts. HP1 1HH. Telephone Hemel Hempstead 60161 extension 2500

Closing date: 23rd February 1988

We are an equal opportunities employer and welcome applications from registered disabled persons.



**DACORUM
BOROUGH COUNCIL**

APPOINTMENTS

SHANNON GOLF CLUB

invites applications for the post of
HEAD GREENKEEPER
for this 18 hole parkland course
situated at Shannon Airport Co. Clare Ireland.
Applicants must have proven ability with
suitable qualifications and experience in all
aspects of course maintenance including the
supervision of staff, use and maintenance of
greenkeeping machinery.
Applications with full C.V. to:-
**The Honorary Secretary,
Shannon Golf Club,
Shannon, Co. Clare, Ireland.**

HEAD GREENKEEPER

required for modern course
PORTO CARRAS, HALKIDIKI, GREECE.
Applicants should be over 25 years with
experience of modern greenkeeping, machinery
and staff supervision.
Salary negotiable with accommodation.
Applications to:-
**Tommy Horton,
Royal Jersey Golf Club,
Grouville, Jersey.
Tel: 0534 52234**

CHORLEY GOLF CLUB

require an experienced

GREENKEEPER

Apply in writing to:-
**The Secretary,
The Chorley Golf Club,
Hall o' th' Hill,
Chorley,
Lancs.
PR6 9HX**

CONSTRUCTION SUPERVISORS WANTED FOR WORK IN EUROPE

APPLY IN WRITING WITH
FULL C.V. TO:-
**HOWARD SWAN LIMITED,
LITTLE DUKES,
THE STREET,
ROXWELL,
NR. CHELMSFORD,
ESSEX.**

SALES OPPORTUNITY

An excellent opportunity has arisen for
a person with a good knowledge of greenkeeping
and golf to sell to Golf Course Managers and
Head Greenkeepers in the following areas: -
South East London, South West London, Surrey,
Hants, Sussex, Kent.

The ideal candidate will either be an
experienced greenkeeper looking to embark
on a sales career or a person already selling
successfully to greenkeepers.

For the successful applicant the rewards will
be well above average, expenses paid and a
vehicle supplied.

If you are between 27 and 45 years old, living in
this area, and would like to work with a
friendly, progressive company, apply in writing
to:-

**Mike Moss,
C.M.W. Equipment Co.,
21 Totman Crescent,
Rayleigh,
Essex.
SS6 7UY**



THE RAC COUNTRY CLUB

require an

ASSISTANT GREENKEEPER

Applicants must be experienced in all
greenkeeping techniques and in the use of all
modern equipment.
No accommodation

*Applications in writing, stating age,
qualifications and experience to:-*

**The Estate Manager,
The RAC Country Club,
Woodcote Park,
Epsom,
Surrey.
KT18 7EN**

...NOTEBOOK

Peter wins new award

HEAD greenkeeper at Willingdon Golf Club, Peter Negus, has recently been presented with the inaugural Sussex PGU Greenkeeper of the Year Award.

Peter, a BIGGA member, was presented with a certificate, which now hangs proudly in the clubhouse, and a cheque by the professional golfers of Sussex because of "his consistent excellent presentation of the course for all professional events".

The SPGU intends to make the Greenkeeper of the Year Award a permanent fixture in order to recognise the excellent work done by the unsung hero of golf - the greenkeeper.

Willingdon believes the award will go to Peter Negus every year unless he retires prematurely! No doubt the challenge will be taken up by the county's greenkeepers.

THE BSH Turfgrass Manual (Third Revised Edition) is now available. The original manual was first published in 1980 and has now been virtually re-written and brought fully up to date.

The manual covers 21 chapters dealing with every aspect of grass seed and turf maintenance, as well as a chapter devoted to individual grass species, with line drawings.

The manual is available from British Seed Houses Ltd, Bewsey Industrial Estate, Pitt Street, Warrington, WA5 5LE.

THE LATE SIR HENRY COTTON

A personal note on his passing by Howard Swan

HENRY Cotton died in London on 22nd December 1987 in King Edward VII hospital for soldiers.

Henry Cotton was a great Professional. From the earliest of ages he set his sights on becoming a champion. He achieved his ambition and made sure he lived like a champion always. The story goes that, in the days when professionals were barred from clubhouses, Henry sat in the car park and openly lunched on champagne and caviar from the boot of his Rolls Royce. Few would argue that it was he who revolutionised the professional golfer's life in the early days.

Open champion in 1934, 1937 and 1948, he gave his name to the Dunlop 65 ball after his wonderful round at Sandwich. Whether it be strokeplay or



matchplay, he was simply the best - playing and captaining in the Ryder Cup.

On retiring from the competitive game, he turned his attention to contributing to golf in other ways - writing, teaching and designing golf courses. It was my privilege to work with him many times, in the UK and in Europe predominantly in Portugal, where he made his winter home.

His endearing love of all parts of the game of golf will be missed by many, many thousands of golfers.

He was, simply a great man and a friend. No one could ask for more. I am proud to remember Henry Cotton as that.

Hang out the flags!

FEBRUARY 1988 sees the launch of a revolutionary new idea in flagpole design.

Tacit's new anti-tangle swivel action flagpole, designed to help both the golfer and the greenkeeper.

For the golfer it gives an instant indication of wind change and direction without tangling around the flagpole.

For the greenkeeper it is

simplicity itself, - no special tools, spanners or especially adapted flags. Just pull the flag on and tie as normal or, if yours is a busy course with society, company or championship events, use the Tacit flags with convenient velcro clip.

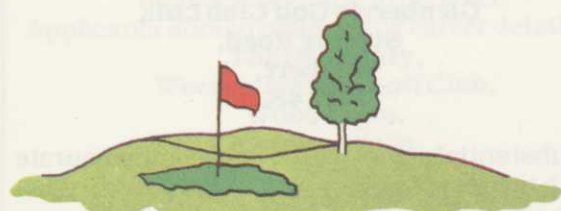
The price a pleasant surprise too, with a launch offer of £6.99 each, including free flag. For more details call Tacit on Rugby (0788) 832166.

*We've been building courses longer than anyone else...
for new constructions, alterations or improvements on your course...*

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BENTLEY, BRENTWOOD
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Telephone: (0277) 73720
Telex: 995215 GOLF LG



*The proven experience in the field
for construction, drainage and irrigation*

APPOINTMENTS

GOLF CLUB HERZOGSTADT CELLE - WEST GERMANY

HEAD GREENKEEPER

required

for the new course at Celle in West Germany. 10 holes already in operation the remaining 8 to open in May 1988. The successful applicant will be well versed in all aspects of turf management, machinery and irrigation maintenance. He will be used to motivating and managing staff. A working knowledge of German is an advantage but not essential. An attractive remuneration package will be offered to include accommodation.

Write in confidence with full C.V. to:-

**Box No. 1606,
the Golf Course,
121-123 High Street,
Dovercourt, Harwich,
Essex. CO12 3AP**

CARLISLE GOLF CLUB



Cumbria

HEAD GREENKEEPER

Applications are invited for the above post to commence in early Spring 1988. This parkland course, established in 1909, is founded partly upon sand and partly upon clay.

Applicants must be of proven ability, extensively experienced in golf course budgeting, maintenance, including machinery, be innovative in course presentation, able to lead by example and motivate extant staff.

Membership of the BIGGA an advantage. Accommodation available - Salary negotiable Applications should be in writing and include full C.V. to:-

**The Hon Secretary,
Carlisle Golf Club,
Aglionby, Carlisle
CA4 8AG**

SAFFRON WALDEN GOLF CLUB

require a

COURSE MANAGER

Rent free accommodation and other benefits must be keen and enthusiastic

**SALARY TO
BIGGA SCALE**

Apply in writing with full C.V. to:

**The General Manager
Saffron Walden Golf Club,
Windmill Hill,
Saffron Walden,
Essex. CB10 1BX**

GLENBERVIE GOLF CLUB

The Club invite applications for the post of

Course Manager

at Glenbervie. Applicants must be fully trained and experienced in all aspects of modern course management. A full job description will be sent on request together with a form of application for the post.

For these write to:-

**The Secretary,
Glenbervie Golf Club Ltd.,
Stirling Road,
Larbert,
FK5 4SJ**

A substantial salary will be paid commensurate with the responsibility which this post carries.

...NOTEBOOK

No Punctures!

A NEW product to eliminate punctures in Turf tyres called FLEXEL has recently been launched on the British Market. The process will be manufactured by FLEXEL (UK) Ltd under licence from a Swiss Company FLEXEL AG.

FLEXEL is a polymer blended rubber which is moulded directly into the tyre. The low pressures required in turf tyres can be closely matched and the ride characteristics remain similar. To extend the life of the filled tyre and reduce the overall costs a remould service on most sizes is offered using the latest Vakuum Vulk pre-cure system.

Operators who have tried Flexel have found that downtime and expensive call out charges due to punctures have been eliminated. There has also been less tyre and

wheel damage. Drivers of ride-on machines have found no difference in comfort after Flexel filled tyres have been fitted.

For further details telephone: 0782 616206.

F.H.TOMKINS PLC the industrial management company, has acquired Polymark Beaver Equipment Ltd., manufacturers of professional and commercial grass cutting equipment.

Tomkins already owns Hayters PLC and this infill acquisition will compliment the current range of Hayters' rotary grass cutters. It will significantly strengthen Tomkins' position in the professional lawnmower market and further its products overseas, particularly in America.

Revised edition from STRI

A SECOND, completely updated and revised edition of *Turfgrasses Diseases* first published in 1979 is now available from the Sports Turf Research Institute.

The new booklet retains the concise 40 page format of its predecessor and is illustrated with colour plates of common turf diseases. It contains much useful background information of turf diseases, how to recognise turf diseases by the damage they cause and gives advice on disease prevention and control.

The booklet is priced at £2.50 which includes VAT and postage and is available from The Secretary, Sports Turf Research Institute, Bingley, West Yorkshire, BD16 1AU. Tel: Bradford 0274 565131

CREWS HILL GOLF CLUB

invite applications for an

ASSISTANT GREENKEEPER

Must be experienced.

Applications in writing with full C.V. to:-

The General Manager,
Crews Hill Golf Club,
Cattlegate Road,
Crews Hill,
Enfield,
Middx. EN2 8AZ

HANKLEY COMMON GOLF CLUB

require

ASSISTANT COURSE MANAGER

for their heathland course

Applicants must be experienced in all aspects of golf course greenkeeping and have a thorough knowledge of repair and use of modern machinery. The ability to motivate and control staff is essential. An attractive package which includes accommodation is negotiable depending upon experience.

Applications in writing to include full C.V. to:-

The Secretary,
Hankley Common Golf Club,
Tilford, Farnham, Surrey. GU10 2DD

THE WORCESTERSHIRE GOLF CLUB

require

DEPUTY HEAD GREENKEEPER

with at least five years experience.
Salary negotiable according to age, qualifications and experience.

Applicants should write giving career details to:-

The Secretary,
Worcestershire Golf Club,
Wood Farm,
Malvern Wells,
Worcestershire,
WR14 4PP

1ST ASSISTANT GREENKEEPER

required

Salary negotiable

No accommodation

Apply in writing or telephone 0273 564453 (evenings)

E. HADGKISS,
HEAD GREENKEEPER,
THE DYKE GOLF CLUB,
DYKE ROAD,
BRIGHTON,
EAST SUSSEX.

Club Tel. No: 079 156296

Mon J

Tues J

Wednes J

Thurs J

Fri J

Satur J

Sun J

The finest grass seed any J of the week

Whatever your requirement for sports turf, landscaping or reclamation, there is a J Range mixture to suit your purposes. Johnsons J Range grass mixtures are renowned for their reliability and suitability for a wide variety of uses. This is why users have made this range their Number One choice. We also offer a wide range of specially formulated mixtures including quality grass varieties Waldorf, Banner, Dawson, Merlin, Parade, Scaldis, Arno and Ranger, also a reclamation range and British wild flowers.

With over 160 years of experience we can match your needs
any J of the week.

J Range

SPORTS AND AMENITY GRASSES

W W Johnson & Son Ltd, London Road, Boston, Lincs. Tel: (0205) 65051
Branches at Haydock, Merseyside and Woodley (Berks)



DOLLAR SPOT

RED THREAD

FUSARIUM PATCH

THREE OF THE WORST

ONE OF THE BEST

'Daconil' *turf* is a broad spectrum fungicide which controls a wide range of turf diseases, but is especially useful against those recurrent problems Fusarium Patch, Red Thread and Dollar Spot. And because it is a contact fungicide it can be used all year round.



'Daconil' *turf*



Professional Products

TEL: (0252) 724525

'Daconil' *turf* contains chlorothalonil.
READ THE LABEL BEFORE YOU BUY; USE PESTICIDES SAFELY.
'Daconil' is the registered trade mark of SDS Biotech UK Ltd.

APPOINTMENTS

RUFFORD TOP-DRESS Britains No.1

To assist in expansion plans we now need to recruit individuals and/or companies to act as agents/distributors in many parts of Mainland UK, Northern & Southern Ireland, Isle of Man, Channel Islands and Europe.

**All enquiries:-
Mr. F.J. Garvey,
061 - 747 - 4333**

NORTHAMPTONSHIRE COUNTY GOLF CLUB



invite applications for the position of

HEAD GREENKEEPER

for this 18 hole Championship course
Applicants must be fully experienced in all aspects of greenkeeping and modern machinery and the ability to lead and motivate staff.

Salary is negotiable and benefits include a non contributory pension scheme. A detached house on the course is available. Applications in writing with full career experience to:-

**The Secretary/Manager,
Northamptonshire County Golf Club,
Sandy Lane,
Church Brampton,
Northampton NN6 8AZ**

DUMFRIES AND COUNTY GOLF CLUB

invite applications for the position of

HEAD GREENKEEPER

Applicants must be fully experienced in all aspects of turf management including the use and maintenance of greenkeeping machinery and possess the ability to motivate and direct staff.

The salary is negotiable.
Apply in writing giving age, qualifications and full details of experience to:-

**The Secretary,
Dumfries and County Golf Club,
Edinburgh Road,
Dumfries.**

WEST SURREY GOLF CLUB

require an

ASSISTANT GREENKEEPER

Applicants must be experienced in all aspects of greenkeeping and the use of modern equipment.

A mature person preferred with initiative to undertake tasks once instructed.

No accommodation available. Applicants should apply in writing, stating age, experience and qualifications to:-

**The Secretary/Manager,
West Surrey Golf Club,
Enton Green,
Godalming,
Surrey.
GU8 5AF**

Buyers' Guide

BARK AND BARK BASED PRODUCTS

Camland Products Ltd.,
Fordham House, Fordham,
Cambs CB7 5LN
Tel: 0638 721100 Telex: 81254

Melcourt Industries Limited,
Three Cups House, 5 Church Street,
Tetbury, Glos GL8 8JG
Tel: 0666 52711 or 53919
Telex: 43144

BRITISH ASSOCIATION OF GOLF COURSE ARCHITECTS

Full Members

J. Hamilton Stutt - Hamilton Stutt & Co.,
Bergen, 12, Bingham Ave, Poole,
Dorset BH14 8NE
Tel: 0202 708406

Donald Harradine,
CH 6987, Caslano, Switzerland
Tel: 091 711561

Fred Hawtree. Martin Hawtree - Hawtree & Son,
5 Oxford Street, Woodstock, Oxford
OX7 1TQ
Tel: 0993 811976

Donald Steel - Cotton, Pennink, Steel & Partners,
Abbey Park, Bagnell End Rd,
Redditch, Worcs
Tel: 0527 63918

Tom McAuley,
38 Moira Drive, Bangor, Co. Down,
N. Ireland BT20 4RW
Tel: 0247 465953

Peter Harradine,
P.O. Box 1165, Sharjah, United
Arab Emirates
Tel: 009716 356446

Provisional

Alistair Rae,
26 Tannoch Road, Uplawmoor,
Glasgow G78 4AD
Tel: 050 585 371

Cameron Sinclair - Cotton, Pennink, Steel & Partners,
Abbey Park, Bagnell End Rd,
Redditch, Worcs
Tel: 0527 63918

Simon Gidman - Hawtree & Son,
5 Oxford Street, Woodstock, Oxford
OX7 1TQ
Tel: 0993 811976

Overseas (Full)

Eddie Hackett,
28 Ailesbury Drive, Dublin 4, Eire
Tel: Dublin 691592

Joan Dudok Van Heel,
Beukenlaan 4, B-1640, St Genesius-
Rode, Nr Brussels, Belgium
Tel: 02/358 3387

Pier Mancinelli

21 Via Achille Papa
00195 Rome, Italy
Tel: 06 36036 35

Jan Sederholm,
S 252 34 Helsingborg,
K. Kristoffersg 3A, Sweden
Tel: 042 371 84

Overseas (Provisional)

Kurt Rossknecht,
Dennenmoos 5a, 8990 Lindau-Bad,
Schachen, Germany
Tel: 08382 230 05

R. Berthet,
57-59 Rue Lhomond, 75005, Paris,
France
Tel: (1) 336 77 50

Senior Member

Fraser Middleton
15 Kilmarnon Crescent, Cupar, Fife
KY15 4DS, Scotland

BRITISH ASSOCIATION OF GOLF COURSE CONSTRUCTORS

Chipman Limited,
Horsham, Sussex RH12 2NR
Tel: 0403 60341

Golf Landscapes Ltd.,
Ashwells Road, Bentley, Brentwood,
Essex CM15 9SR
Tel: 0277 73720

Land Unit Construction Ltd.,
Folly Farm, Hanslope, Milton
Keynes, Bucks MK19 7BX
Tel: 0908 510414

Brian D. Pierson (Contractors) Ltd.,
Homestead Farm, Ringwood Road,
Three Legged Cross, Wimbourne,
Dorset BH21 6QY
Tel: 0202 822372

Southern Golf & Landscapes Ltd.,
9 Old Square, Warwick,
Warwickshire. Tel: 0926 492898

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Barrow-on-Humber, South
Humberside. Tel: 0469 30501

**FERTILISER & TOP DRESSING
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Abbot, Devon TQ12 6UD
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Contact: Mr. A. Elvin
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LU4 8NU
Tel: 0582 597262 Telex: 887916

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Nacton Works, Nacton Road,
Ipswich, Suffolk IP3 9QG
Tel: 0473 270000 Fax: 0473
270030 Telex: 98174

Cables: Ransome Ipswich
Contact: J.F.R. Wilson/R. Bishop
Watkins Naylor & Co. Ltd.,
Friar Street, Hereford
Tel: Hereford (0432) 274361
Telex: 35302 W. Naylor or contact
your dealer

GRASS SEED

British Seed Houses Ltd.,
Bewsey Ind. Est., Pitt Street,
Warrington, Cheshire
Tel: 0925 54411
Contact: Roger Saunders
Portview Road, Avonmouth, Bristol
BS11 9JH
Tel: 0272 823691
Contact: Michael Warne
Camp Road, Swinderby, Lincoln
Tel: 0522 86714
Contact: Philip Adams
Eastfield Ind. Est., Penicuik,
Mid-Lothian
Tel: 0968 78480
Contact: Michael Shannon

Mommersteeg International
Station Road, Finedon,
Wellingborough, Northamptonshire
NN9 5NT. Tel: 0933 680891
Contact: Michael Perkins

IRRIGATION

Cameron - a division of Wright Rain Limited. Head Office: Harwood Ind. Est., Littlehampton, West Sussex BN17 7BA. Tel: 0903 713985
Evesham, Worcs.
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Tel: Ringwood (04254) 2251
Spalding, Lincs
Tel: Spalding (0775) 3764
Norwich, Norfolk.
Tel: Swainsthorpe (0508) 470402

Edinburgh, Scotland
Tel: (031) 453 4789
Bridgnorth, Shropshire
Tel: Bridgnorth (07462) 61762
Wetherby, Yorks
Tel: Boston Spa (0937) 845788

IRRIGATION EQUIPMENT

Watkins Naylor & Co. Ltd.
Friar Street, Hereford
Tel: Hereford (0432) 274361
Telex: 35302 W. Naylor or contact
your dealer

Prime Watermen Ltd.,
(Weather-matic distributors),
Wangford, Beccles,
Suffolk NR34 8AX
Tel: 050 278 481

Contact: Graham Hall
Toro Irrigation Ltd.,
Unit 7, Millstream Trading Estate,
Ringwood, Hampshire BH24 3SD
Tel: Ringwood (04254) 6261

British Overhead Irrigation Ltd.,
The Green, Upper Halliford,
Shepperton, Middlesex TW17 8RY
Tel: 09327 88301 Telex: 928767

Contact: Sales Department
Sports Ground Irrigation Co.
Hereward Lodge, Paget Road,
Lubenham, Market Harborough,
Leics.
Tel: 0858 63153
Telex: 347102 irrico G

Watermation Ltd.,
Monument Way, E. Woking, Surrey
GU21 5LY
Tel: Woking 70303 Telex: 859224

LIME FREE SANDS

Buckland Sand & Silica Co. Ltd.,
Reigate Heath, Reigate, Surrey
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Tel: Treforest (044 385) 2501

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Farmura Environmental Products Ltd.,
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Kent
Tel: Egerton (023376) 241

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Embleys Farm, Moreton, Ongar,
Essex. CM5 0HY
Tel: Moreton 246 - 320

PEAT

Bord na Mona,
36 King Street, Bristol BS1 4DP
Tel: 0272 211666

PEAT IN BULK

Bord na Mona,
36 King Street, Bristol BS1 4DP
Tel: 0272 211666

RANSOMES DISTRIBUTORS

Wilcocks,
Walker Street, Preston, Lancs.
Tel: Preston 53068

SAND

Martin Bros.
1A Clifton Street, Alderley Edge,
Cheshire SK9 7NW
Tel: Alderley Edge (0625) 584571
Contact: Nick Gray

Wettern Bros PLC.,
Rochester Road, Aylesford,
Maidstone, Kent ME20 7DX
Tel: 0622 70431

Contact: J.F. Hoesen

SANDS - HORTICULTURAL

AND LAWN
Buckland Sand & Silica Co. Ltd.,
Reigate Heath, Reigate, Surrey
Tel: 07372 40151

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Telex: 98173 Fax: Braintree (0376)
47052 (Brochure available)

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Tel: 0249 652811

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Eastcote Nurseries (Solihull) Ltd.,
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Midlands B92 0JL
Tel: 06755 2033/4

Contact: Stephen or Michael Fisher
SEMI MATURE TREE PLANTING

(EQUIPMENT FOR HIRE)

Eastcote Nurseries (Solihull) Ltd.,
Wood Lane, Barston, Solihull, West

Midlands B92 0JL
Tel: 06755 2033/4
Contact: Stephen or Michael Fisher
TEE MARKERS

Tacit-T-Markers,
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CV23 0RJ
Tel: 0788 832166
Exclusive Teeing Ground Area
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TEE MATS

Carpington Ltd.,
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Huddersfield HD2 2AN
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Charles Lawrence UK Ltd.,
153a Farndon Road, Newark, Notts.
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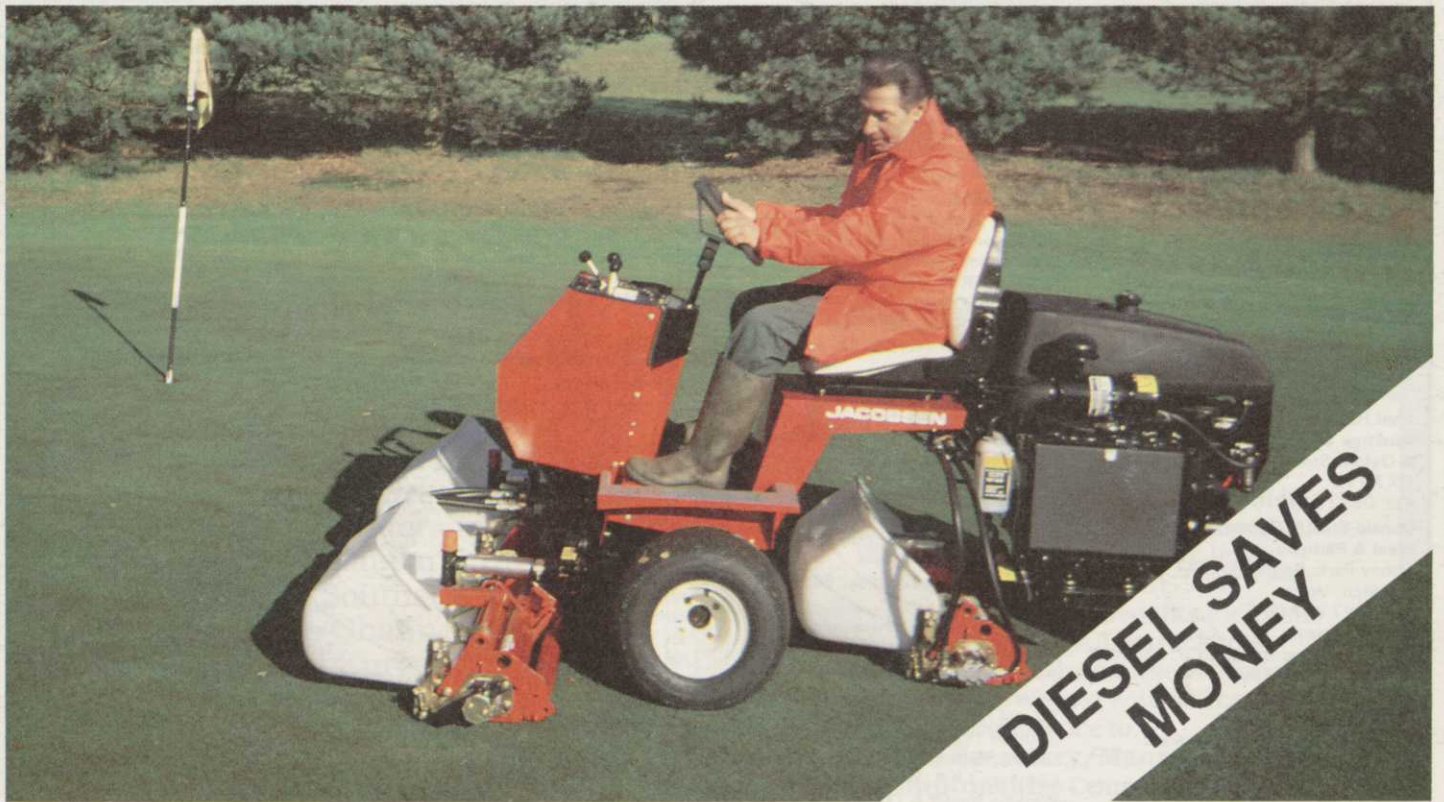
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